

# CIVIL RIGHTS ON DECK



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## National Disability Employment Awareness Month



October is National Disability Awareness Month and all members of the Coast Guard are encouraged to participate in local observances to learn about disability employment and celebrate the many contributions of people with disabilities. Coast Guard men and women play an integral part in fostering an inclusive environment that recognizes every person for their skills and abilities. Contact your [Civil Rights Service Provider](#) today for ideas to host a National Disabilities Awareness Month observance at your unit.

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## Commandant to SELEOS: "There is No Them, Only Us."



The 25th Commandant, Admiral Paul Zukunft, set the tone for the Service's senior leaders as he welcomed them to the 10th Senior Executive Leadership Equal Opportunity Seminar (SELEOS). Having recently signed his Equal Employment Opportunity (EEO) statement into policy, Admiral Zukunft detailed his EEO standing orders for the new flag officers,

senior executives, and command master chiefs, emphasizing that leadership must be both inclusive and accessible in order to meet the needs of the Service.

SELEOS facilitates meaningful discussion of Coast Guard leadership's role in EEO and features executive level experts from the Office of Legal Counsel, the Civil Rights Directorate, the Office of Diversity, the Defense Equal Opportunity Management Institute, and the EEO Commission.

**Pictured** (from left to right): CMC Sean Salski, CMC Ryan Fahlenkamp, MCPOCG-R Eric Johnson, Ms. Kelli Seybolt, Mr. Thomas Michelli, ADM Paul Zukunft, RDML Peter Gautier, Mr. Mark Rose, RDML (select) Bill Kelly, RDML (select) David Throop. *Picture by PA2 Patrick Kelley*

## Spotlight on Hispanic Heritage

The Commandant hosted Department of Homeland Security (DHS) Deputy Secretary, Mr. Alejandro Mayorkas, at Coast Guard Headquarters as part of its National Hispanic Heritage Month special observance. The theme for this year's event was "Hispanics: A legacy of history, a present of action and a future of success."

With that theme in mind, Mr. Mayorkas spoke to the Coast Guard workforce and nearly 50 students from Mt. Eagle Elementary School. After the key note address the children took the opportunity to query DHS's Deputy Secretary.

To conclude the special observance, a mariachi band played a selection of Hispanic folk songs as attendees sampled traditional Hispanic dishes. *Submitted by Mr. Juan Torres*

**Right:** Deputy Secretary Mayorkas fields questions.

**Below:** Mt. Eagle Elementary School students lead the Pledge of Allegiance in front of distinguished guests.



## CRD Leadership Takes Part in Congressional Black Caucus

The Congressional Black Caucus Foundation's Annual Conference took place this year against the backdrop of the 50<sup>th</sup> anniversary of President Johnson's signing of the Civil Rights Act, changing the course of history. President Obama spoke to the assembly and discussed law enforcement concerns that were exposed after the fatal shooting of an African American teen in



Ferguson, Missouri. The youth's parents were in attendance as was Attorney General Eric Holder.

**Pictured:** Ms. Terri Dickerson, Civil Rights Director greets Rep. John Lewis (left) who risked his life during the 1960s to end segregationist practices. Francine Blyther, Assistant Civil Rights Director/ Operations, confers with Rep. Maxine Waters of CA (right), another Member who has devoted her life to ensuring civil rights protections. *Submitted by Ms. Deborah Gant*





## DHS Components Collaborate to Unify Efforts

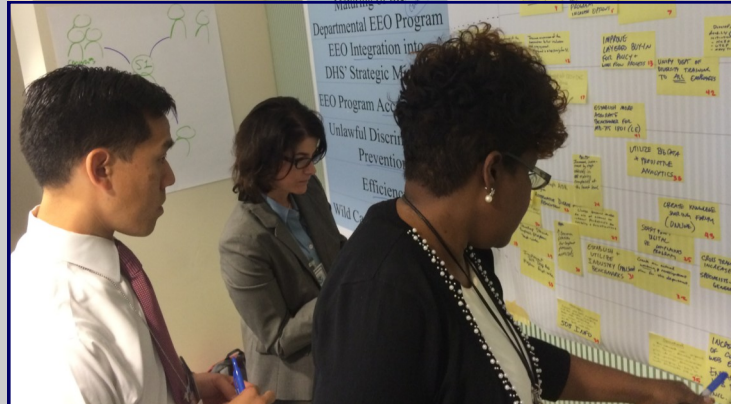


In alignment with the Secretary of the Department of Homeland Security (DHS)'s initiatives, Equal Employment Opportunity (EEO) leaders from every DHS component agency gathered as "One DHS" to develop a unified strategic plan. Ms. Megan Mack, DHS Officer for Civil Rights and Civil Liberties, kicked off the significant event.

In these initial phases, DHS's EEO leaders collaborated in a "human centered design process" to craft strategic mission, vision, and goal statements that unify EEO efforts across DHS, enabling participants to establish department-wide EEO objectives, priorities, and measurements. Through collaboration, the team articulated attainable goals for DHS.



**Pictured** (top left): Ms. Megan Mack addresses component EEO leaders (top left). DHS EEO leaders **Pictured** (from bottom left to right): Ms. Jessie Lane facilitates a group exercise with CDR Tyson Weinert; Mr. John Sim, Ms. Kristy Montes, and Ms. Jessie Lane help to organize the group's priorities. Submitted by CDR Albert Antaran.



## Bravo Zulu to LATINA Style and NOMAR Service Award Recipients!



Congratulations to Dr. Gladys Brignoni, Deputy Commander of Force Readiness Command (**Pictured** left), and Lieutenant Bianca Barcelo of Atlantic Area Staff. Both women were recognized with 2014 LATINA Style Meritorious Service Awards for their work enhancing the role of Latina women in the federal workforce.

Also, congratulations to the National Organization for Mexican American Rights (NOMAR) Meritorious Service Award recipient, Lieutenant Commander Rodney Rios, the chairperson for Air Station Houston's Leadership and Diversity Advisory Council. Bravo Zulu, Shipmates! For more information please see [ALCOASTS 359/14](#) and [313/14](#).



**Above** (from left to right): Mr. Clarence Johnson, Director, Department of Defense Office of Diversity Management and Equal Opportunity; Ms. Marie Therese Dominguez, Principal Deputy Assistant Secretary of the Army (Civil Works); Dr. Gladys Brignoni and RADM Steven D. Poulin, Judge Advocate General of the Coast Guard.

**Right** (from left to right): Mr. Mike Sena, Deputy Director, Department of Defense Office of Diversity Management and Equal Opportunity; LCDR Rodney Rios of Air Station Houston; Mr. Dan Solis, President of NOMAR; and Major General Linda R. Urrutia-Varhall, U.S. Air Force.

**Congratulations to CDR Kirby Sniffen on his selection to the rank of CAPT! CAPT (select) Sniffen continues the tradition of professional growth within the Civil Rights Directorate.**



## 2014 PIE Accomplishments. Bravo Zulu!

Each year, Coast Guard recognizes the very best units and personnel who generously support schools and education programs in communities CG-wide through Partnership in Education (PIE) initiatives. These highly commendable partnerships help to create a diverse workforce. Congratulations to the 2014 CG Partnership in Education award recipients:

- Ms. Michelle Dorsey, MSU Port Arthur, PIE Coordinator of the Year
- Coast Guard Institute, Best Unit Partnership
- Sector St. Petersburg, Best Unit Partnership (100+ personnel)
- Coast Guard Cutter FIR, Best Collaborative Partnership
- Air Station Miami, Best Collaborative Partnership (100+ personnel)
- CEU Providence, Sustained Excellence in PIE

Learn more about these award winners in [ALCOAST 391/14](#).

## Welcome Aboard New CRD Staff

The Civil Rights Directorate (CRD) welcomes EMC Antonio S. Montaño to Boston (Region 1, Zone 1 Office) as the new Equal Opportunity Advisor. Prior to reporting to CRD, Chief Montaño was the Command Chief at Station New York. Over his sixteen year career he was assigned to four cutters, including the Cutter Hamilton and the Cutter Sundew. He is also a Plank Owner of the Cutter Aspen and the Cutter Alder. Chief Montaño is originally from Los Angeles, California.

